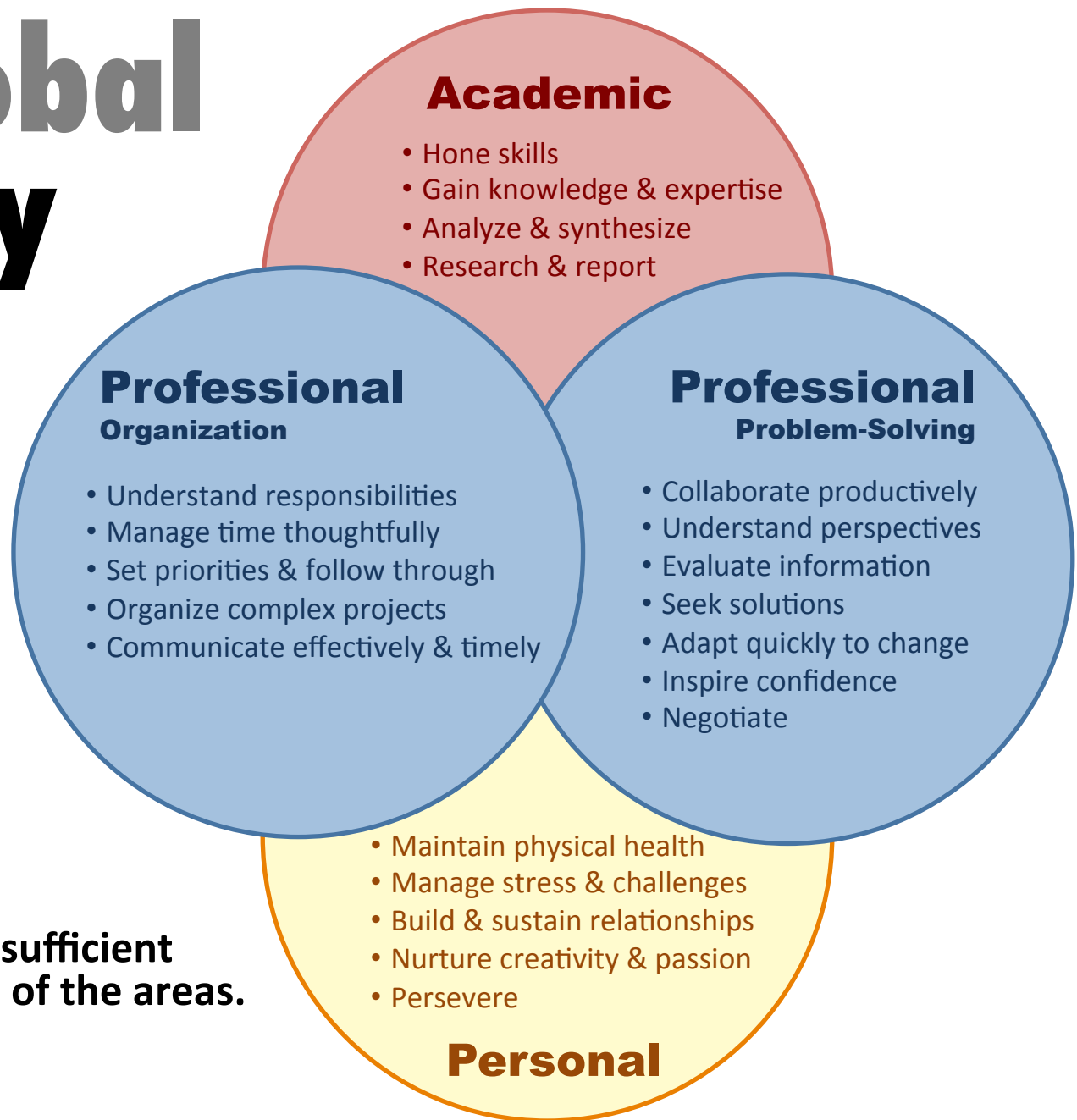


new global economy

seeks people with robust skill sets, expertise and experiences



For most, it will not be sufficient to be skilled in just one of the areas.

Deep-Dive Facilitated Design

Creating cost-effective, efficient and accountable school plans, innovating around talent, time, technology and space.



Change process phases		Types of questions asked and answered	Type of work this may include
1. DEVELOP	Understand/Envision... Goals & Priorities Needs & Challenges Budgets Mandates Compliance	<ul style="list-style-type: none"> Is there a shared mission at our school? Are there shared goals/priorities? Who are the students and families we serve? How are they engaged? Who makes up our staff? How did they come to the school? How do we support their professional growth? What's worked well at our school? Where can we improve? What are the logistical or space challenges we face? What barriers or concerns do we believe might exist to change? What have we tried in the past? How has it worked for all students? 	<ul style="list-style-type: none"> Visioning activities Surveys Interviews Conversations School Observations
	Develop... A Great Plan Strong Relationships Data Collection Plan	<ul style="list-style-type: none"> What are our dreams for our students, staff and community? How can we build on our school's strengths while reaching new goals? How can we ensure a globally competitive instructional program? What's working in other schools? Who's roles might change and how? How would students, families respond? Is the plan sustainable with anticipated resources? What unintentional implications might an idea or strategy create? How do we select the best option? 	<ul style="list-style-type: none"> Regular meetings and check-in conversations Working closely with school leadership and staff responsible for student scheduling and space planning Research state/district mandates and programs Multiple options developed by Sensible Innovation Multiple perspectives sought Compliance expectations/contracts evaluated
2. IMPLEMENT	Prepare... Staff and School Community Operations Systems Space & Technology	<ul style="list-style-type: none"> What training programs are needed to prepare our school team? Who might be nervous about the changes? What is the impact on the operational staff as well as the instructional staff? Are there transitional costs with the new plan? How will costs be covered? What materials/resources will be needed to implement successfully? If it's a shared campus, how will other schools in our campus be affected? How will families and students be engaged? 	<ul style="list-style-type: none"> Training sessions Compliance checks Scheduling systems tools built Documents created Campus-wide space plans prepared
	Implement... The Plan New Protocols On Data Collection	<ul style="list-style-type: none"> What extra short-term supports are needed? How smoothly is the implementation plan working? Has anyone found the protocols useful? Necessary? Is the data being captured adequately? 	<ul style="list-style-type: none"> Responsive technical assistance Protocols practiced Feedback tools established Data collected
3. REFINE & SUSTAIN	Refine/Sustain... Plan based upon Protocols Accountability	<ul style="list-style-type: none"> What has worked well? What did not work well? What were the causes? How do we respond? What unanticipated events/consequences? How do we fine-tune our plan? With new structures how has our instructional practice changed? What steps are needed to sustain the plan? 	<ul style="list-style-type: none"> Impact measured Surveys completed Videos/photographs Evaluate cost/benefits Ongoing technical assistance